



Reminder!

Upcoming ICSEW Conference May 17-19, 2004

By Sheryl Gaskell

The Governor's Interagency Committee of State Employed Women (ICSEW) invites you to attend their 2004 Conference in Ocean Shores, Washington. The conference is titled, "The Culture Within Us." This conference offers a unique opportunity for interesting and relevant training that will honor and celebrate diversity. Reinvigorate your spirit while networking with other professional state

employed women.

The Conference Committee has been working hard to ensure a memorable event for attendees--the beautiful beachfront is just another bonus!

For more information on the conference or to register for the few remaining openings, please visit the ICSEW Web site at <http://icsew.wa.gov>.

This is a fragrance-free conference, please leave your perfumes at home! We look forward to seeing you there!

Dr. Leticia Nieto, 2004 ICSEW Conference Speaker



Dr. Leticia Nieto is a counselor and trainer specializing in cross-cultural communication, motivation, and creativity. She has

worked across significant difference.

Our continuing value to society will increasingly depend on how well we learn to bridge between differences of all types--while honoring and celebrating diversity. It is an imposing challenge to generate a vision of any cultural change.

For more information on Dr. Leticia Nieto, go to http://www.stmartin.edu/social_science/mac/contact/cu-ln.htm.

worked as a trainer and educator since 1980.

In addition to her degrees in clinical psychology and human development, she is skilled in Action Methods, including Playback Theater and Theater of the Oppressed. She is a core faculty member in the Master of Arts in Counseling Psychology program at Saint Martin's College. A native of Puebla, Mexico, Leticia brings personal insight about bridging ethnic and national cultures into her training sessions.

Workshop: Honoring and Celebrating Diversity--Strategic Interventions for Anti-Oppression

Using a solution-oriented model, this two-part workshop is your opportunity to experience a 15-week graduate course in an intensive format. Not a canned course, this session is tailored to participants' interests and experiences. Participants will leave with tools to enhance their skills in working

The ICSEW Conference Committee would like to express their appreciation for the following talented state employed women who will be presenting information at the conference. They include Pat Bartley (Department of Labor and Industries), Kathy Bilanko (Department of Employment Security), Hannah Fultz (Department of Printing), Dr. Joye Hardiman (The Evergreen State College), Stephanie Howe (Department of Community Trade and Economic Development), and AnaMaria Diaz Martinez (Washington State University).

Thank You

Update From the Chair

By Vicki Rummig, ICSEW Chair

Well, May is here and so soon will be the 2004 ICSEW Conference. It takes an amazing amount of work to host a conference. It is one of those things that you can never fully appreciate until you experience it for yourself.

I want to take this opportunity to thank our Conference Committee for all their hard work and dedication to ensure conference participants will leave the conference fulfilled.

Pat Delaney (Department of Labor and Industries [L & I]) has lead this great group of women for more than 2 years. Assisting Pat are Sheryl Gaskell (Department of Ecology), Mary Briggs (Department of General Administration), Ann Campbell (Department of Financial Institutions), Sandra Capellas (Employment Security Department [ESD]), Micheal Eastin (ESD), Janice Flaherty (Attorney General's Office), Gail Grate (Washington State Gambling Commission), Marilyn Hanna (Department of Health), Julia Lynden (Department of Information Services [DIS]), Lavenia Marles (Department of Corrections), Gina Maynard (Washington State Lottery), Joanne McDaniel (L & I), Becky Moore (Human Rights Commission), Lori Nesmith (Department of Social and Health Services), Joyce Norris (Department of Transportation), Terri Parker (Secretary of State's Office), Rose Pelegrin (L & I), Kim Starkey (DIS), Darla Bauknecht (Eastern

Washington University), and Lonnie Peterson (Department of Health).

Please help me in thanking these ladies for all of their tireless, dedicated work toward the ICSEW Conference.

As the conference winds down and concludes on May 19, 2004, it is time to start thinking about the future for the ICSEW. On June 30, 2004, many of the current members' appointments will be ending. With appointments ending, we need to get new appointments or extend current appointments, and there will be some turnover on the ICSEW Executive Board.

While we will miss those members who have helped us through the past 2 years (typical appointment term), we look forward to the new and exciting opportunities the ICSEW will be exposed to.

A diverse committee helps to ensure that our perspective continues to mirror that of all state employed women. A diverse membership not only means diverse in terms of race and age, but it is also important to have diversity in the vocation and life experiences of our members.

Please consider becoming a member if you are interested in using your unique perspectives to support the ICSEW. Information on how to become a member is available on the ICSEW Web site at <http://icsew.wa.gov/howtobe.htm>.

I look forward to my next update where I will be welcoming all of the new members and outlining a vision for the 2004-05 business year.

ICSEW Event Information

May 13, 2004 - "How to Succeed with Difficult People" training class by Ms. Kathy Bote. Cost is \$99. Training class held at Sawyer Hall in Lacey, Washington behind the Department of Ecology building on Martin Way. Contact Victoria Meyer at 360-725-7263 or vickim@oic.wa.gov, or go to <http://icsew.wa.gov/training/20040513.pdf>.

June 15, 2004 (8:30-12:00 p.m.) - Beginning Self Defense class by Clan Jacobs. Cost is \$30. Class held at the Criminal Justice Training Commission, West Gym in Burien, Washington. Contact Victoria Meyer at 360-725-7263 or vickim@oic.wa.gov, or go to <http://icsew.wa.gov/training/20040615am.pdf>.

June 15, 2004 (1:00-4:00 p.m.) - Intermediate Self Defense class by Clan Jacobs. Cost is \$30. Class held at the Criminal Justice Training Commission, West Gym in Burien, Washington. Contact Victoria Meyer at 360-725-7263 or vickim@oic.wa.gov, or go to <http://icsew.wa.gov/training/20040615pm.pdf>.



Interagency Committee of State Employed Women
2003-2004 Executive Board
<http://icsew.wa.gov>

Chair

Vicki Rummig

Office of Financial Management
vicki.rummig@ofm.wa.gov

Vice Chair

Joyce Norris

Department of Transportation
norrisj@wsdot.wa.gov

Executive Secretary

Micheal Eastin

Employment Security Department
meastin@esd.wa.gov

Budget

Lavenia Marles

Department of Corrections
ldmarles@doc1.wa.gov

Communications

Lonnie Peterson

Department of Health
lonnie.peterson@doh.wa.gov

Conference

Pat Delaney

Department of Labor and Industries
deln235@lni.wa.gov

Education

Vicki Meyer

Office of the Insurance Commissioner
vickim@oic.wa.gov

Health and Wellness

Debbie Kettelhut

Department of Veteran's Affairs
debbiek@dva.wa.gov

Membership

Mary Briggs

General Administration
mbriggs@ga.wa.gov

Promotional and Career Opportunities

Julia Ojard

Washington State Utilities and Transportation Commission
jojard@wutc.wa.gov

Historian

Kim Starkey

Department of Information Services
kims@dis.wa.gov

Take Our Daughters and Sons to Work Day

Terri Parker

Secretary of State
tparker@secstate.wa.gov

Governor Gary Locke Signs Bills Strengthening Domestic Violence Policies

On March 15, 2004, flanked by numerous legislators and domestic violence support groups, Governor Gary Locke signed several public safety bills into law that will help prevent domestic violence and protect victims when it occurs.

Among the legislation Locke signed was Senate Bill 6161, which requires every police department and sheriff's department in the state to adopt and enforce policies to deal with domestic violence involving their officers.

The bill charges the Washington State Association of Sheriffs and Police Chiefs with developing a state model policy by December 1, 2004 that addresses staff training, reporting requirements, and procedures for investigating officer-involved domestic violence. Every law enforcement agency in the state must adopt its own policy by June 1, 2005.

Tacoma Police Chief David Brame's fatal shooting of his wife and subsequent suicide in April 2003 prompted the legislation.

"We are here to mark an important victory for domestic violence victims of our state," Locke said. "Let us do all we can to make sure that no member of a law enforcement family will ever again endure what happened to Crystal Brame."

Senator Debbie Regala (D-Tacoma) and Representative Pat Lantz (D-Gig Harbor) were the prime supporters.

"Law enforcement agencies can no longer turn a blind eye to allegations of domestic violence among their own," Regala said. "The legislation is about allowing the agencies to adopt the policies that best reflect their unique local situations. Every community is different, and this bill honors that."

Referring to the work of the

Tacoma-based Task Force on Officer-Involved Domestic Violence created in response to the Brame shooting, Lantz added, "On behalf of the many dedicated task force members, this legislation reflects our united determination to assure that such a tragedy never happens again."

The Governor also signed House Bills 2473 (Weapons in Courthouse Buildings), 1645 (Domestic Violence Victims/Rental of Housing), and Senate Bill 6384 (Domestic Violence Offenders).

Locke said, "Here in Washington, we have some of the strongest laws in America against domestic violence--but we know we must do more. These bills I am signing will further strengthen our laws."

--Submitted by Wendy Sue Wheeler,
Education Committee Member

Balancing Work and Family

By Janet Merz

As I sit at my desk at 5:00 p.m. on a Friday afternoon, my mind wanders home. I think of my husband, two stepdaughters, two children, and one granddaughter that actually make my house a home. The issue of balancing work and family has been near and dear to my heart since I started working full-time at the age of 17 years and quickly became a "mom at heart" when I fell in love with my husband-to-be and my two soon-to-be stepdaughters when I was aged 20 years. That's when the balance began.

The balance of work and family is critical to the success of both important aspects of my life. I have learned, over the years, creative approaches to making this balance a good one. However, I would not have been successful without the love and support of my extended family and still remember to thank them every day!

At the ICSEW general membership meeting in January 2004, many of the members shared that one of the common threads amongst women who

work for the state of Washington and women world-wide, is the balance of work and family. When I started to research this subject, I went to the Internet, typed in "balancing work and family," and was given the opportunity to choose 1 of 2,650,000 Web sites for more information! Obviously, this is a subject that many, many families deal with every day.

There are several things that I have tried to do to make this balance easier on everyone involved. Having a support network is very important. If you can trade "early release" days with another parent at your child's school, or if you are as lucky as I am, having relatives close by helps ease the times when the kids are at home and you can't be. Delegating some of your daily chores is very important. I am fortunate enough to have a husband who loves to cook!

In closing, as millions of moms and dads have proven, the balance can happen successfully. Working and being a parent can be a rewarding, and, sometimes, a very tiring experience!

Equal Pay Day 2004

Equal Pay Day is a national, community-based public awareness event held each year throughout the United States. This year's event was held on April 15, 2004.

Sponsored by the National Committee of Pay Equity, a coalition of major civil rights organizations, women's groups, trade associations, and labor unions, Equal Pay Day involves thousands of local advocates in programs and activities focused on eradicating wage discrimination against women and people of color.

Local Equal Pay Day partners organize rallies, lobby days, speak-outs, letter writing campaigns, workshops, and meetings with employers, policy makers, and enforcement agencies to promote effective solutions for closing the wage gap.

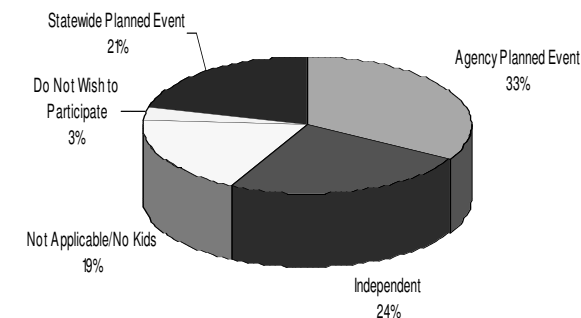
Red is worn on this day as a symbol of how far women and minorities are in the "red" with their pay.

More information on Equal Pay Day can be found at <http://www.feminist.com/fairpay/epd2003.htm>.

--Submitted by Julia Ojard,
Promotional and Career Opportunities Committee Chair

Take Our Daughters and Sons To Work Day Survey Results

Which of the below best describes your PREFERENCE
for participating in Take Our Daughters & Sons to Work:



169 responses received to date (4/28/2004)

Guaranteed Education Tuition (GET) Program Announces Record Enrollment

The Guaranteed Education Tuition (GET) Program announced that enrollment in the program reached a record level at the end of the year. New enrollments for the 2003-04 enrollment period reached 1736 through December 31, 2003. That is a nearly 7 percent increase over the same period last year.

As of December 31, 2003, there were a total of 38,043 GET accounts, representing 7.77 million units and a total of \$275.5 million already received by the state. Counting future payments committed in GET contracts, Washington families have invested \$381 million for their children's future college tuition expenses.

The GET Program allows Washington families to purchase college tuition units in advance for use up to 18 years in the future. GET helps families save for college by permitting them to purchase tuition units today, at today's unit price, locking in the cost of college tuition.

"We are pleased that so many families are taking advantage of this program," said Betty Lochner, Director of the GET Program. "GET can be an important part of planning for the

future college expenses of a family. The enrollment deadline at this year's unit price was March 31. As tuition continues to rise, the GET Program offers Washington families an excellent way to save for future tuition costs. And it is guaranteed to keep pace with tuition increases."

GET accounts are 100 percent guaranteed by the state, offer families flexible purchase plans, can be transferred among family members, and the increased value of the accounts is tax exempt when used for eligible education expenses. This means if a family purchases 1 year's worth of tuition units today, they will have 1 year's worth of tuition when the student begins college, no matter how much tuition increases. One hundred units equal 1 year's residence undergraduate tuition and state-mandated fees at the most expensive public university in Washington.

Students may use GET account proceeds at almost any accredited college, university, technical, or trade school in the country, and even some outside of the United States. If the student attends a private college or out-of-state school, he/she is simply responsible for the

difference between the GET account value and the school's costs.

The GET Program is only open to residents of Washington State. Any age student may be enrolled.

Families can purchase as little as 1 unit or up to 500 units per beneficiary. Purchases can be made in a lump sum or through a custom monthly payment plan set up according to the family's needs. Enrollment forms are available by calling 1-877-GET-TUIT (1-877-438-8848), or online at <http://www.get.wa.gov>. Businesses may help their employees through payroll deduction plans or by establishing scholarships using GET units.

"All children deserve the opportunity to go to college," said Governor Gary Locke. "The GET Program gives Washington families a simple, safe, and affordable way to save for their children's college education."

The GET Program is administered by the Higher Education Coordinating Board. Investing in GET accounts is easy.

--Submitted by Jacquelyne
Ferrado, Higher Education
Coordinating Board

Women Leaders in State Government Vicki Rummig, OFM

By **Lonnie Peterson,**
Communications Committee Chair

Vicki Rummig is one of the hardest working employees in state government. Not only does she work full-time for the Office of Financial Management as a State Financial Consultant, but she works equally as hard as Chair of the ICSEW.

Vicki began her career in state government in 1993 after working in the private sector. She worked part-time at first with a bartending job on the side just to get her foot in the door with the state. She worked her way up through the ranks and obtained the accounting credits she needed as well as a Bachelor of Arts degree from The Evergreen State College in 2002.

In 2003 she was appointed Chair of the ICSEW. Her goal for the committee was to return it to its political roots. She says, "When you look at the Executive Order 89-09 governing the ICSEW you see that Governor

Gardner had intended the committee to advise 'the Governor and state agencies with respect to desirable changes in program and law.' This is one area the ICSEW had not been active in since I joined in 2000."

Vicki would also like to see more diversity on the committee. She says, "I hope to see the committee evolve into more women of color, managers, technical workers, and of all varying ages as the terms turn over."

Vicki hopes to provide leadership and a positive example to other women in state government. She says, "I take a lot of pride in my career path and I believe it demonstrates that you can always move forward. I have seen the bottom rung and managed to climb my way up. I hope I can provide a positive example of the heights women can reach. And I'm not done yet!"



Stroke: Know the Warning Signs

Stroke is a medical emergency. If you or someone you know has a stroke, it is important to recognize the symptoms so you can get to a hospital quickly. Getting treatment within 60 minutes can prevent disability. The chief warning signs of a stroke are:

- Sudden numbness or weakness of the face, arm, or leg (especially on one side of the body).
- Sudden confusion, trouble speaking, or understanding speech.
- Sudden trouble seeing in one or both eyes.
- Sudden trouble walking, dizziness, loss of balance or coordination.
- Sudden, severe headache with no known cause.

If you think someone might be having a stroke, call 911 immediately. Also, be sure that family members and others close to you know the warning signs of a stroke. Give them a copy of this list. Ask them to call 911 right away if you or someone else shows any signs of a stroke.

Competitive Contracting Beginning July 1, 2005

The ICSEW is proud to present the second article in a series of articles on the competitive contracting process.

By Joanne McDaniel and Heather Balcomb

The ICSEW is charged with following issues pertinent to state employees, educating staff, and proactively providing input to agencies' policies. In January, five ICSEW members attended the public hearing on proposed new WAC rules regarding competitive contracting. This article disseminates to readers the proposed competitive contracting process and timelines.

Steps and Timing to Initiate Competitive Contracting:

- An agency determines that there is a competitive market to perform a specific service. Employee business units are not considered in this assessment.

- The agency notifies employees of intent to solicit bids for specified services.

- Employees whose positions or work will be displaced have 60 days to offer written alternatives to competitive contracting.

- Agencies shall respond in writing to all alternatives submitted by potentially displaced employees. If no alternatives are accepted, the agency will give written notification to all potentially displaced employees that it intends to solicit bids.

- Potentially displaced employees may form one or more Employee Business Units (EBUs) prior to release of the solicitation by the agency.

- The department, agency, or institution of higher education conducts a competitive bid for services that have been customarily and historically provided by employees in the classified service.

- EBUs and other interested parties submit bids.

- All bids become the property of the agency and, except for purposes of evaluation, shall be confidential (not released or otherwise distributed) until the agency completes the evaluation and issues its notice of intent to award a contract.

- Bid evaluators cannot be employees who prepared an EBU's bid or who perform any of the services being bid.

- An agency can cancel a bid solicitation process in writing or reject all bids after the bid opens and before a contract is awarded.

- Bidders or potential bidders may

file written complaints on certain allowable grounds prior to award.

- Agencies will respond to all complaints in writing before awarding contract. This may require extending the date of the award.

- Agencies must issue a notice of intent to award a contract prior to the award date. This notice must also say that any complaint must be filed before the expected date of the award.

- Within 20 calendar days after the date a contract is awarded, the following parties are eligible to file written appeals on certain allowable grounds to the head of the agency that awarded the contract or designee: (1) unsuccessful bidders, (2) complainants with regard to an agency's response to their complaint, or (3) displaced or potentially displaced employees.

- Administrative Law Judges will hold appeals hearings and share their official findings with each appellant and agency.

- A contract may be awarded. A contract with an entity other than an EBU must include a provision requiring the entity to consider employment of state employees who may be displaced by the contract.

- Agencies must establish a contract monitoring process to measure the performance of outside contracts and to cancel contracts where performance is not adequate.

Are Any Positions Exempt From Contracting?

Yes. These include legislative branch positions, top agency managers, judges, positions on boards and commissions, state patrol, and assistant attorneys general. See RCW 41.06.070

at <http://www.leg.wa.gov/RCW/index.cfm?fuseaction=section§ion=41.06.070>.

Where Can I Get More Information?

- For up-to-date information on any aspect of implementing the Personnel System Reform Act: <http://www.washingtonworks.wa.gov>.

- Civil Service Reform: <http://hr.dop.wa.gov/hrreform/overview.htm>.

- Competitive Contracting Overview and Proposed Rules: <http://www.ga.wa.gov/competitive-contracting/index/html>.

- EBUs--How and When to Form: http://washingtonworks.wa.gov/newsletter/newsletter10_01.pdf.

Spring Soiree Is A Treat!

By Susan Reams

Treat yourself! Sample teas or enjoy a pampering foot and hand spa all while networking with area businesswomen. On June 2, 2004 from 3:00-8:00 p.m., South Sound Woman will hold its Spring Soiree at the Schmidt Mansion in Tumwater, Washington.

The Spring Soiree is another way the *South Sound Woman Directory* helps showcase business opportunities, services, and provides helpful and educational resources for women. At this event, women can connect with each other to experience local services designed to meet the diverse needs and interests of women. However, you don't have to be a woman to participate or receive spa treatment at the Soiree! The directory advertises businesses owned by both men and women.

On a visit to the YWCA I obtained a copy of the *South Sound Woman Business Directory and Resource Catalog*. I found the community resource information, business listings, and news articles to be very useful information. Susan Alexander, publisher, who was looking for such a resource locally after moving here, first published the resource catalog in 2002.

The *South Sound Woman Directory* is part of a nationwide, grassroots network of locally produced women's publications called, *Women's Regional Publications of America*.

Place the Soiree event on your calendar! To receive free copies of the directory, contact South Sound Woman at <http://www.southsoundwoman.com>.

Editor's Corner

The "Editor's Corner" is a new edition to the *InterAct* newsletter. This area will be used to address letters to the editor, corrections, etc. on an as needed basis. In the meantime, please continue to read our publication and submit great articles that affect the lives of state employees!

--Lonnie Peterson, Communications Committee Chair

Letter to the Editor

"I'm a bit confused why this article ["A Man of Faith Does the Juggling Act"] was put in a woman's newsletter--I understand that the author may want us to see the other side?! But it isn't that unusual--I'm a single mom with three jobs. Both of my teenage children have jobs just to make ends meet--we have NO child support--nor do they have step or a father to visit on weekends. Talk about faith and juggling."

Signed,
Anonymous

Dear Anonymous,

The article you are referring to, "A Man of Faith Does the Juggling Act," was printed in the *InterAct* to show that the job of a single parent is not gender specific. The *InterAct* is not solely a woman's publication, rather a publication that is intended to reach all state employees, no matter what gender. We do not believe in discrimination of any kind, and we believe it is good to show that men face many of the same struggles as women.

Correction

The article, "Take Our Daughters and Sons to Work Day" that was printed in the March/April 2004 issue of the *InterAct* was written by Misty Ross. The byline that was printed in the March/April 2004 issue was incorrect.

The InterAct is published by the Communications Committee of the Interagency Committee of State Employed Women (ICSEW). Photocopying, distributing, or posting of this publication is strongly encouraged. This publication is available in alternate formats. Views stated in re-printed articles are informational and do not necessarily reflect the views of the ICSEW. All persons interested in submitting articles or ideas for this publication should contact their agency's ICSEW representative or:

Lonnie Peterson
Department of Health
PO Box 47830
Olympia, WA 98504-7830

phone: (360) 236-3928
email: lonnie.peterson@doh.wa.gov

 Printed on recycled paper.